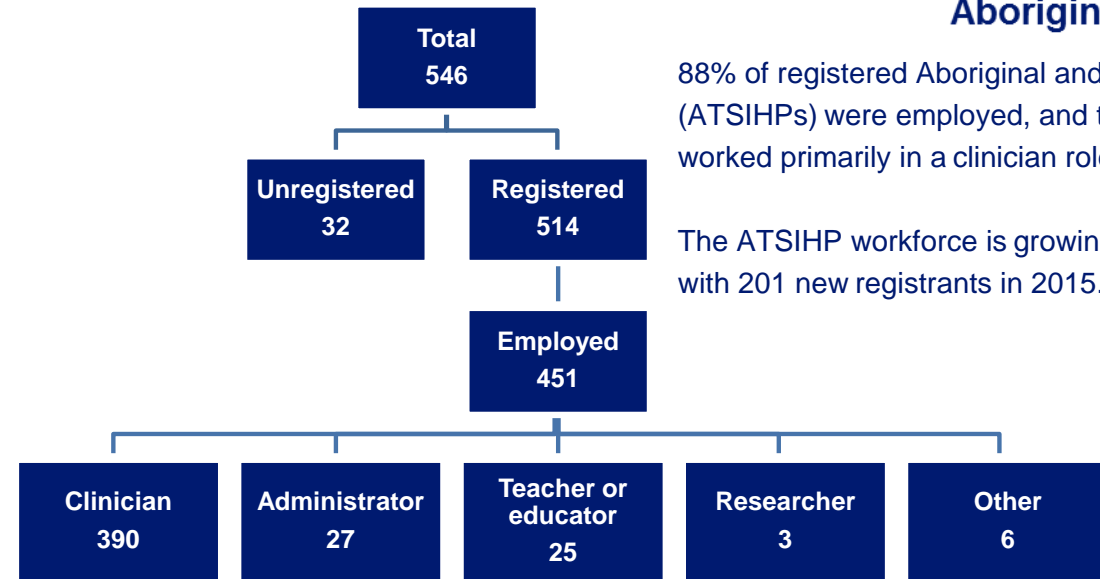


# The NATIONAL HEALTH WORKFORCE DATASET (NHWDS) Aboriginal and Torres Strait Islander Health Practitioners 2015



88% of registered Aboriginal and Torres Strait Islander Health Practitioners (ATSIHPs) were employed, and the majority of employed practitioners (86%) worked primarily in a clinician role.

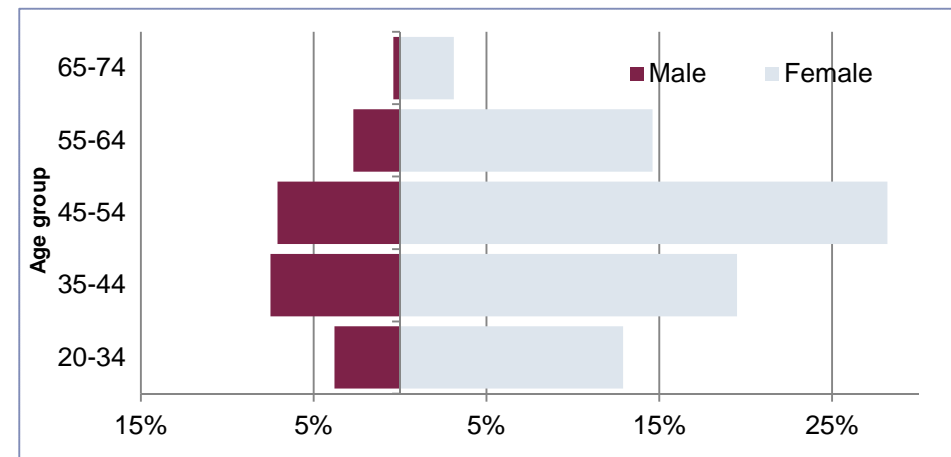
The ATSIHP workforce is growing, with 201 new registrants in 2015.

56% of employed ATSIHPs were aged 45 years and over. The proportion of male practitioners in the workforce has decreased from 27% in 2013 to 22% in 2015.

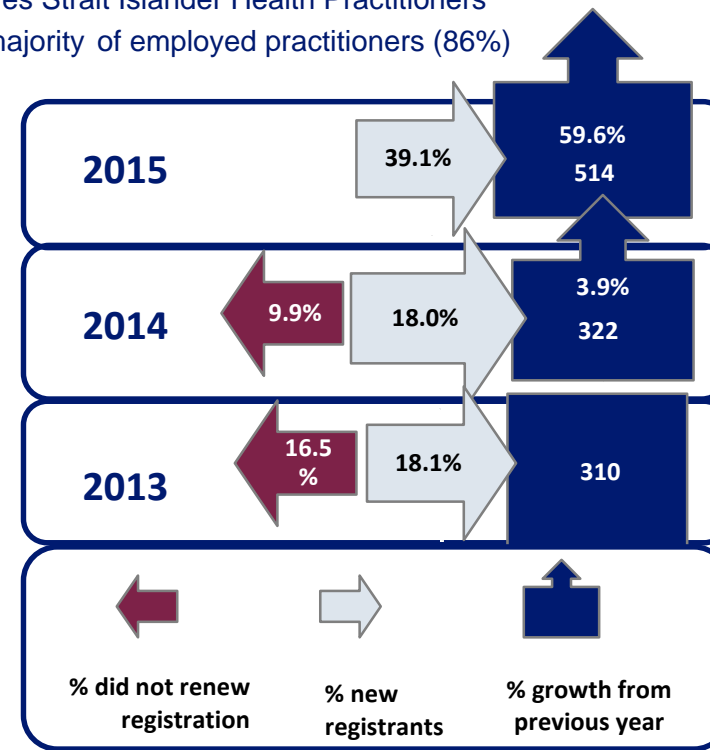
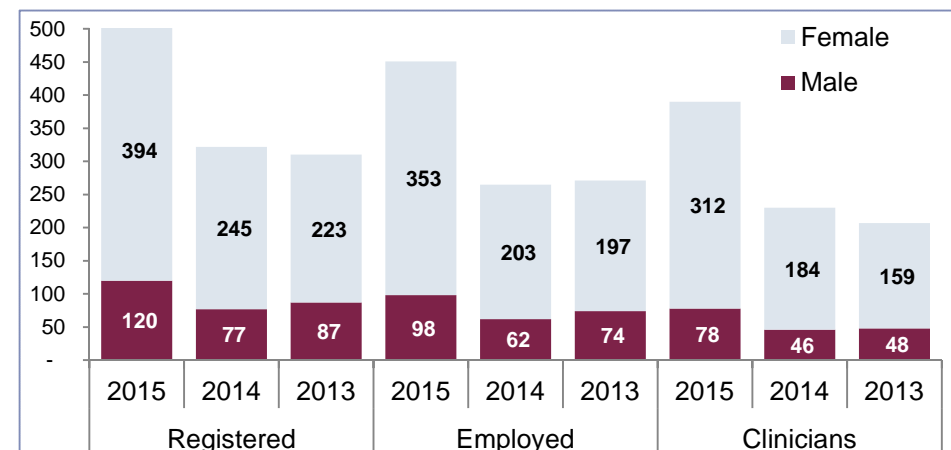
Following a 59.6% growth in registrations in 2015, Early Career practitioners (registered 3 years or less) comprised the majority in all age groups to 64 years.

91% of registered Early Career practitioners and 83% of registered Experienced Practitioners were employed in the ATSIHP workforce.

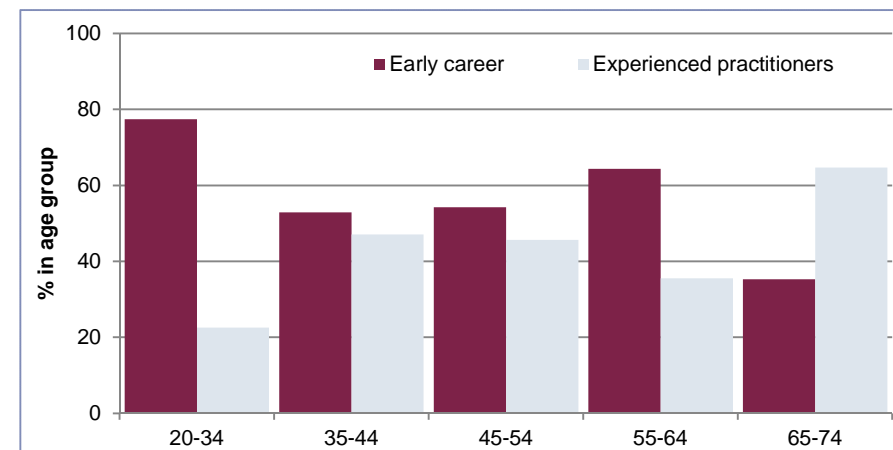
Employed practitioners: Gender (%) by Age Group



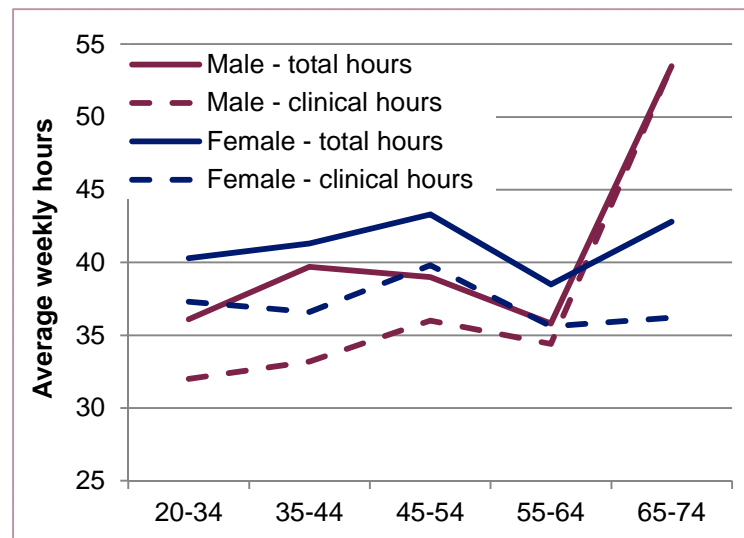
Registered practitioners: Gender by Workforce Status



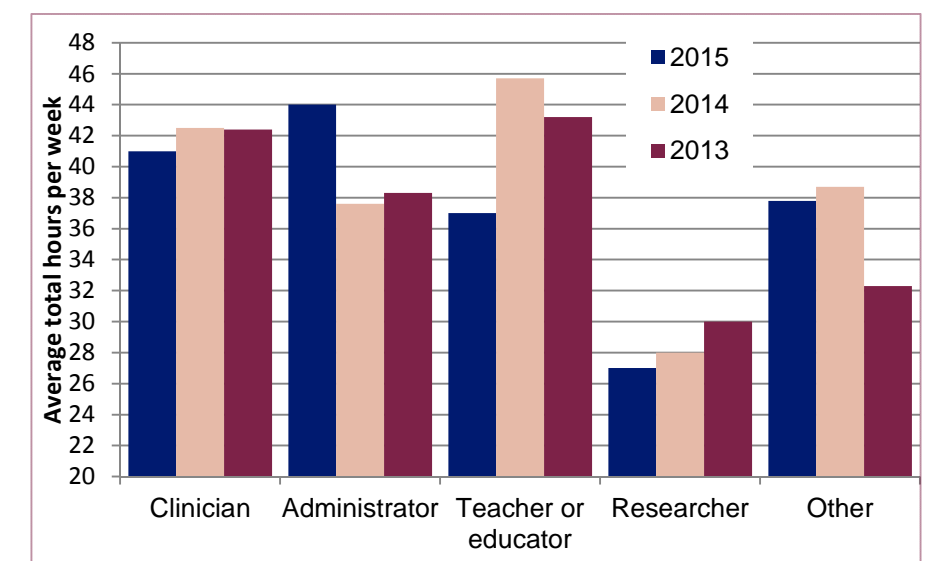
Employed Male and Female practitioners: Early Career (%) by Year



Employed practitioners: Average Weekly Hours by Age Group and Gender



Employed practitioners: Average weekly hours by Job Role and Year



- 46 Average age
- 40.8 Average weekly hours
- 78 % female
- 100 % born in Australia
- 100 % Aboriginal and/or Torres Strait Islander
- 100 % with Australian/NZ qualifications
- 61 % Registered 3 years or less (Early Career)
- 14 % in major cities

## HOURS WORKED

In 2015, clinician ATSIHPs worked 41 total hours per week on average, and 38.2 clinical hours.

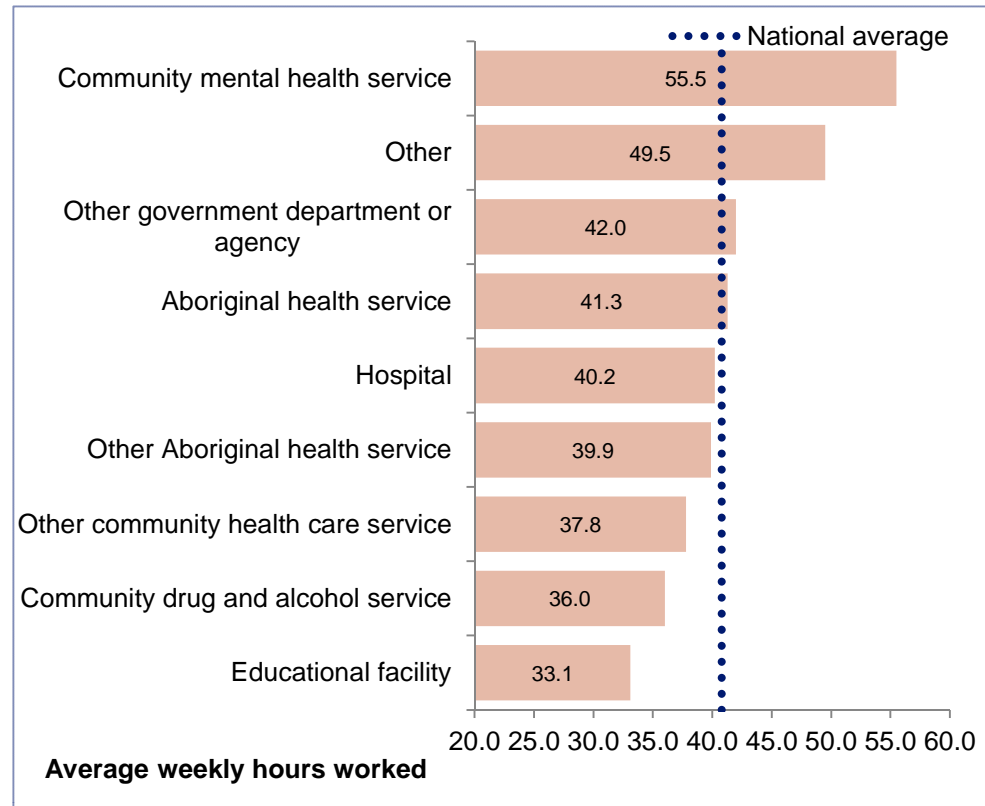
Administrators worked the longest hours per week on average (44 hours) while the small number of Researchers worked the shortest (27 hours).

Female practitioners worked 41.4 total hours per week on average, and male practitioners worked 38.6 hours. Excluding the very small number of male practitioners in the 65-74 years age group, the most hours were worked by female practitioners in the 45-54 years age group, at 43.3 hours per week on average.

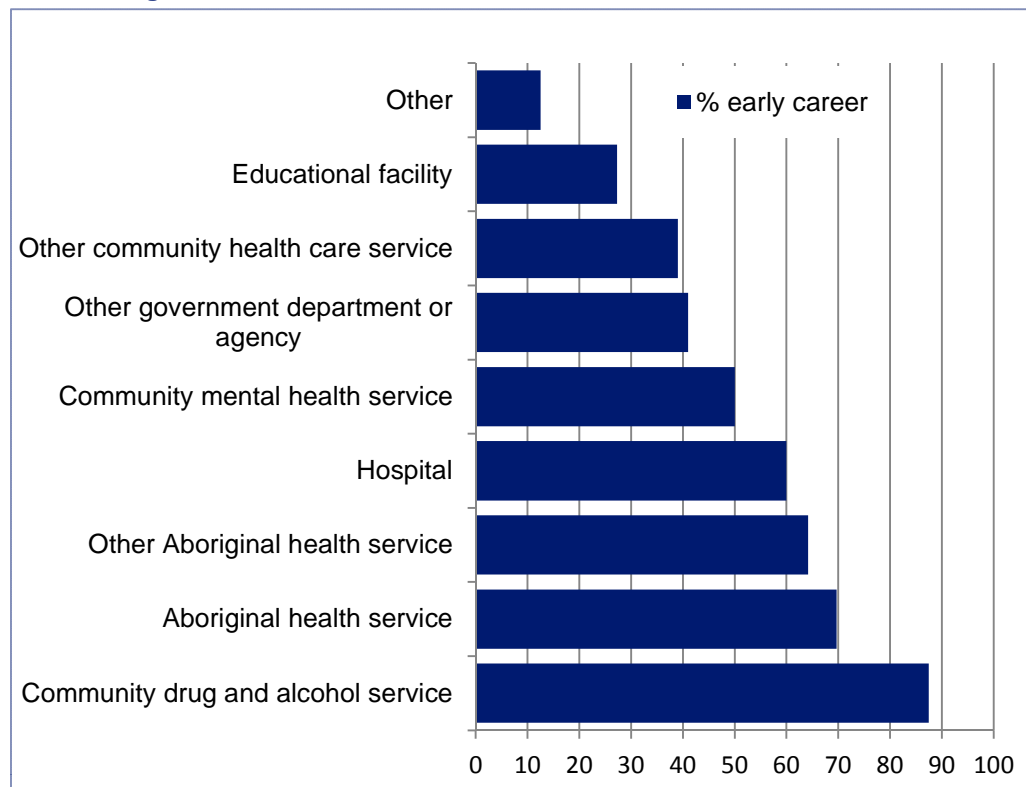
Early Career practitioners worked more total hours per week on average (41.2) than Experienced practitioners (40.1). However, Early Career practitioners worked slightly shorter clinical hours per week on average (37 hours) than Experienced practitioners (37.2 hours).

# The NATIONAL HEALTH WORKFORCE DATASET (NHWDS) Aboriginal and Torres Strait Islander Health Practitioners 2015

Employed practitioners: Average Weekly Hours by Job Setting



Employed practitioners: Early Career practitioners (%) in selected Job Settings



At 61% of the overall workforce, Early Career ATSIHPs comprised 87.5% of the small number of practitioners working in Community Drug and Alcohol service settings.

## SETTING AND SECTOR

58% of employed ATSIHPs worked in an Aboriginal Health Service, and a further 12% reported working in an 'Other Aboriginal health service' setting.

9% of ATSIHPs worked in an 'Other community health care service', and 9% worked in an 'Other government department or agency' setting.

In 2015, 31.5% of clinician ATSIHPs worked some hours in the public sector, a decrease from 35% of clinicians in 2013. The 'Private / Non-government' sector includes non-profit and non-government organisations such as Aboriginal Community Controlled Health Services.

In 2015, 30% of ATSIHPs in Major Cities worked all or some hours in the public sector, a decrease from 40% of ATSIHPs in Major Cities in 2013.

In 2013, 32% of practitioners in Remote areas worked all or some hours in the public sector. This proportion increased to 41.5% in 2015.

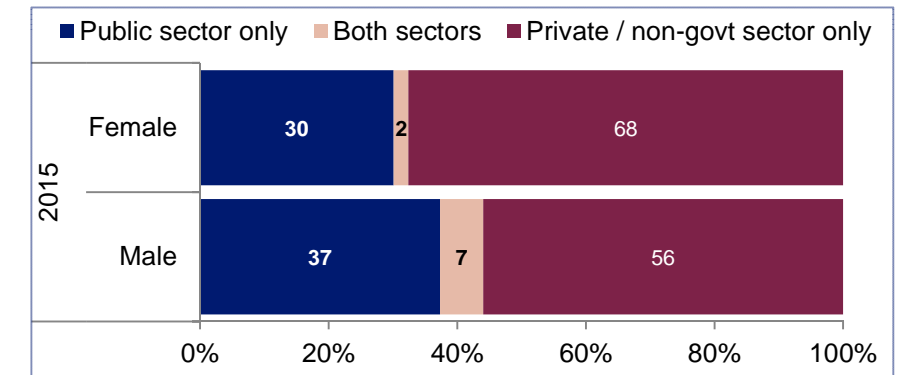
## LOCATION

In 2015, more than two-thirds (34%) of the clinician workforce was located in the NT, a decrease from 68% in 2013. This indicates that the 2015 growth in the ATSIHP workforce is driven by a greater volume of new registrations from jurisdictions other than the NT.

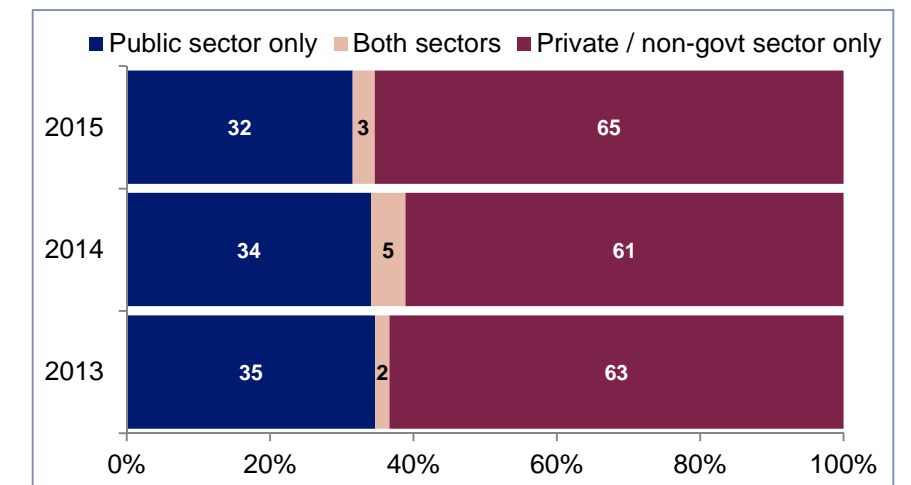
In 2015, the NT Headcount of practitioners per 100,000 Aboriginal and Torres Strait Islander population was 178, and the FTE was 197, indicating that practitioners in the NT were more likely to work longer than 38 hours per week.

In the remaining jurisdictions other than NT, FTE ranged from 9 in Tasmania to 100 FTE per 100,000 population in South Australia.

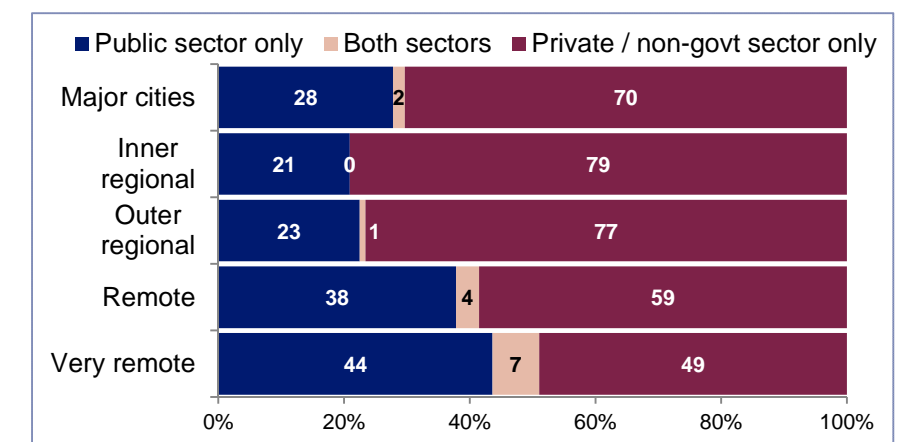
Clinicians: Male and Female (%) by Sector



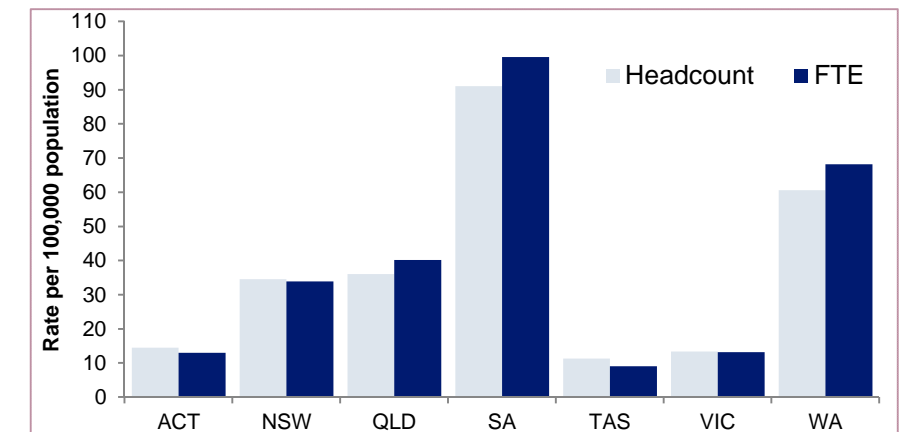
Clinicians (%) by Sector and Year



Clinicians (%) by Sector and Remoteness Area

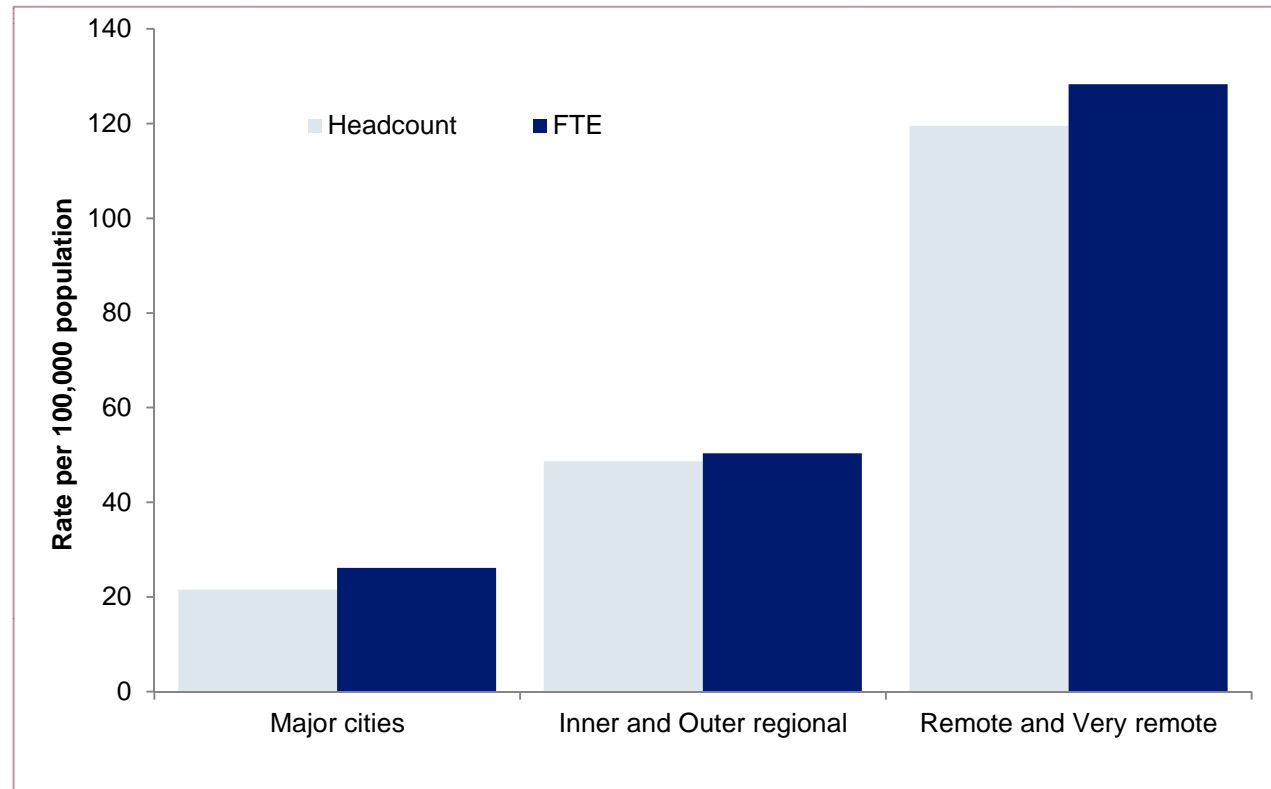


Clinicians: Headcount and FTE by State / Territory



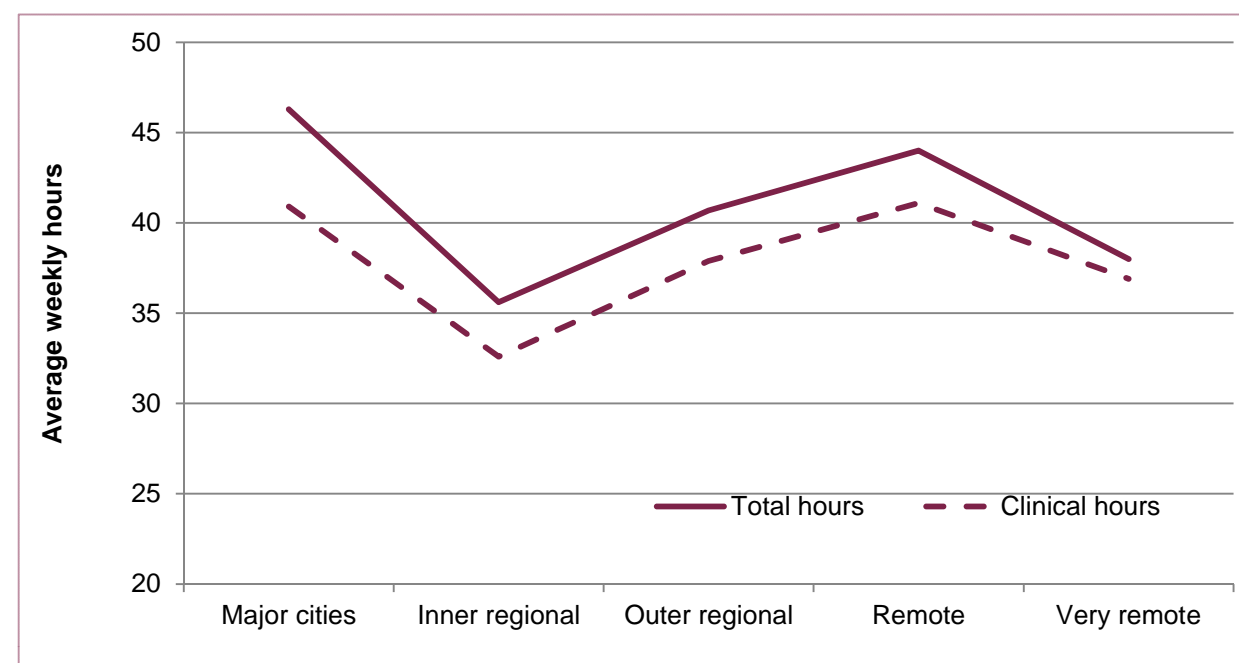
# The NATIONAL HEALTH WORKFORCE DATASET (NHWDS) Aboriginal and Torres Strait Islander Health Practitioners 2015

Clinicians: Headcount and FTE by Remoteness Area



Headcounts and FTE per 100,000 Aboriginal and Torres Strait Islander population increased with remoteness, to 128 FTE in Remote and Very Remote areas. FTE was higher than Headcount in all remoteness areas, and the difference between FTE and Headcount was greatest in Remote and Very Remote areas, suggesting that a greater proportion of practitioners in these areas work longer than standard full-time hours.

Clinicians: Average Weekly Hours by Remoteness Area

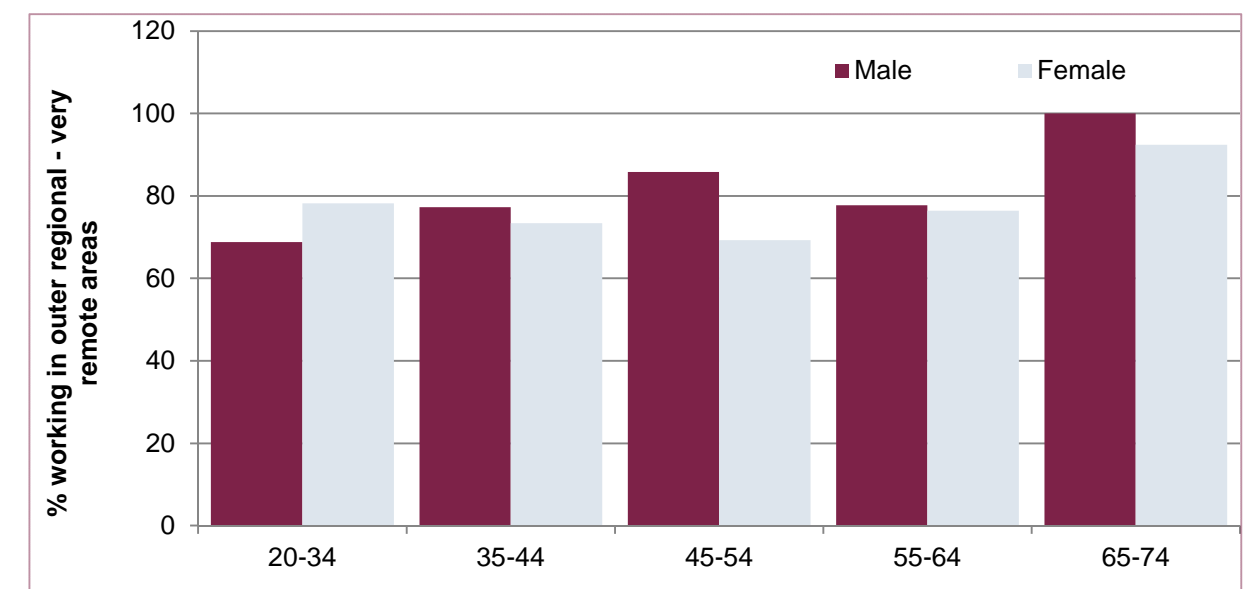


Clinicians' average total hours varied, from 46.3 hours in Major Cities to 35.6 hours in Inner Regional areas.

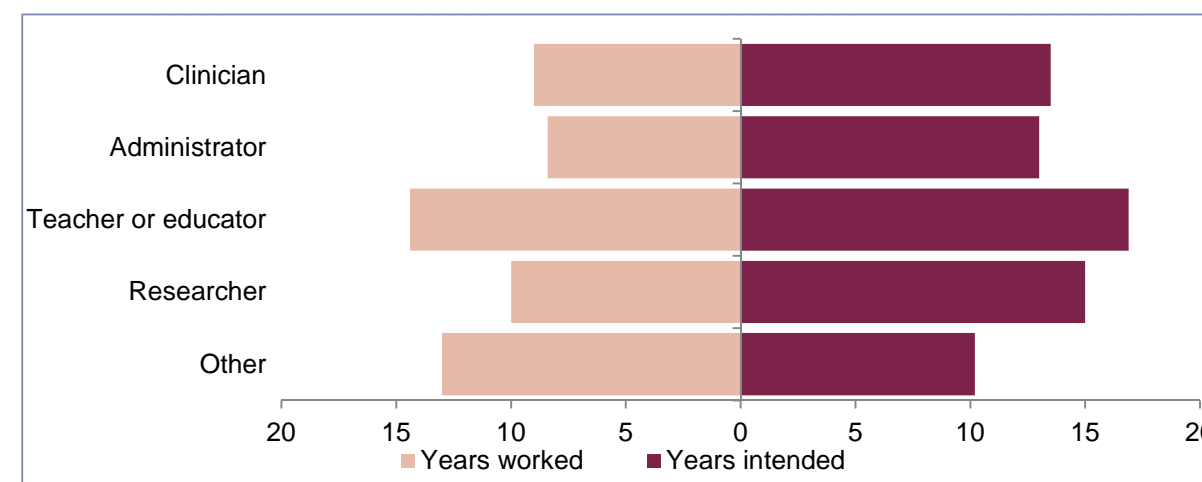
Clinicians' average clinical hours followed a similar pattern across remoteness areas, with clinicians in Outer Regional areas (where 29.5% of ATSIHPs are located) working 40.7 total hours per week on average, and 37.9 clinical hours.

26% of female clinicians and 22% of male clinicians worked in Major Cities or Inner Regional areas. Both male and female clinicians were equally likely to work in Remote or Very Remote areas, with 45% of male clinicians and 45.5% of female clinicians working in these areas.

Clinicians: % in Outer Regional and Remote Areas by Sex and Age Group



Employed practitioners: Career Length by Job Role



Overall, ATSIHPs reported an intended career length of 23 years. This shorter career span relative to some other allied health professions may be due to a greater proportion of mature-age entrants to the ATSIHP profession.

Teachers and educators had the longest work history (14.4 years) and the longest intended careers (31.3 years). Administrators reported the shortest work histories (8.4 years) and the shortest intended careers (21.4 years).